



TERMS OF REFERENCE

Rehabilitation Nurse Consultant

Expert in subacute and long-term rehabilitation for patients with spinal cord injury and traumatic brain injury, as part of a multidisciplinary team approach.

1. Background

War, and in particular the use of explosive weapons in populated areas, results in overwhelming numbers of spinal cord injuries (SCI) and traumatic brain injuries (TBI). These injuries require complex acute care and post-acute medical and rehabilitation management, as well as integrated mental health and psychosocial support and continued support on discharge. Effective management for people with an SCI or TBI is hugely resource intensive and requires specially trained staff. For this reason, the post-acute phase of care is best managed in a specialised centre. This helps decompress tertiary trauma facilities and ensures the best outcome for patients.

At present, there are no specialised SCI or TBI centres in Ukraine. As part of the Ukraine rehabilitation response strategy, the Ministry of Health (MoH) and the Ministry of Veterans Affairs have jointly identified the Rivne Regional Hospital for War Veterans in Klevan (hereinafter – Rivne Rehabilitation Centre), as best placed to rapidly build capacity to become a national SCI and TBI centre. The MoH have confirmed funding to increase staffing, a referral pathway from tertiary trauma facilities to the centre has been agreed, and the MoH have requested support from WHO to equip the centre and build staff capacity.

It is anticipated that the centre will need support for an initial 6-month period to build its capacity. Support would include deployment of international multi-disciplinary teams to work alongside existing Ukrainian staff to strengthen acute, post-acute and post-discharge SCI and TBI care, establishment of a psychosocial support program, and the procurement of medical and rehabilitation equipment, assistive products, pharmacy, and medical consumables. As community level rehabilitation services are almost non-existent in Ukraine, it is also necessary to establish Oblast (governorate) level follow up services for SCI and TBI.

Rivne Rehabilitation Centre Services:

The Rivne Rehabilitation Centre will become Ukraine’s only recognised national specialised centre for post-acute spinal cord injury and traumatic brain injury care. It currently has 240 beds in total, of which 50 beds are used for people with SCI and/or TBI. The remaining 190 are used for general rehabilitation, surgery, and nephrology. There are six beds reserved for the Intensive Care Unit. At present, the centre is only accepting referrals relating to the war and caregivers can be accommodated. The centre has a sports area and a swimming pool. Currently, there is no peer support program or community follow up of patients.

The multi-disciplinary international rehabilitation team will include the following team profiles: Physical and Rehabilitation Medicine Physician with a specialisation in spinal cord injury; specialist specialist occupational therapists and physiotherapists; and clinical psychologists.

2. Deliverables

The Rehabilitation Nurse is expected to work in close collaboration and coordination with the multidisciplinary rehabilitation team, the Rivne Rehabilitation Centre staff team and rotational staff teams from the secondary level SCI hospital facilities.

They will provide peer learning and teaching, both formal and bedside, to help the nursing staff focus on their broad role, covering a range of rehabilitation issues, including personal care, activities of daily living, short- and long-term health, social, independence, and emotional support. They will support and encourage patients to practice what they have been learning in their therapy sessions.

This will include, but is not limited to, a range of rehabilitation interventions :

- Management of personal care and other activities of daily living



- Management of continence
- Prevention and management of tissue viability
- Wound management
- Practice of mobility skills in the ward setting
- Education: information and practical teaching of nursing procedures or related routines to be learned before going home, which also includes teaching carers or family members to be proficient in tasks that require assistance.

The scope of practice of the nurses will be demonstrated across boundaries into the area of expertise of the other disciplines, such as:

- Encouragement to use strategies that will improve self-sufficiency and control over activities of daily living
- Working in conjunction with other disciplines to assist with practice and maintenance of skills or function developed during therapy. These may include techniques for showering, dressing, feeding, transfers and mobility skills
- Advocacy and negotiation of daily needs with other disciplines, including medical staff
- Assisting other disciplines with assessment of requirements for equipment

Deliverables

	Descriptor	Timeline
1	Participate in the daily routine and activities of the Rivne rehabilitation centre	Daily Mon-Fri
2	Provide technical input into the equipment procurement plan with the other members of the multidisciplinary rehabilitation team under the direction of the WHO SCI Project Coordinator.	End October
3	Prepare a training and peer education package, as part of the wider multidisciplinary training package for delivery to the staff team within the Rivne rehabilitation centre.	End November
4	Train and peer educate 20 staff in the Rivne rehabilitation center.	End December
5	Evaluate the first training and peer education package and incorporate the learning.	End December
6	Support the Rivne rehabilitation centre staff team to train and peer educate additional staff from 4 secondary level acute hospitals.	End March
7	Evaluate each subsequent training and peer education packages delivered and continue to incorporate the learning.	End Jan, Feb & March
8	Weekly reporting on activities undertaken e.g., number of bedside teachings, number of staff taught, observations etc.	Weekly (Each Friday)
9	Participate in weekly multidisciplinary rehabilitation team planning meetings	Weekly
10	Any other requests that are deemed appropriate by the WHO SCI Project Coordinator and or WHO CO Technical Officer, Disability and Rehabilitation.	As requested, and agreed

3. Contract duration

Start date **1 October** 2022 – 31 March 2023 (*6-month contract)

*May consider a shorter 3-month contract, dependent on the level of skills and experience.

4. Qualifications, experience, skills, and languages

Essential qualifications



- An internationally recognised Bachelor’s degree in Nursing
- Current registration with the applicants home country professional regulatory body

Experience

- At least 5 years’ experience working as part of a multidisciplinary rehabilitation team supporting patients with a spinal cord and traumatic brain injury.

Desirable:

- At least 3 years’ experience working with international organizations in training and education in Physiotherapy.
- Work experience in WHO or another international humanitarian organization.

Essential skills/Knowledge

- Excellent teaching skills, including classroom based and ward/practical based.
- Excellent communication and listening skills.
- Excellent ability to work as part of a team.
- Ability to work in low resource health settings and able to respectfully navigate language and cultural diversity.
- Strong oral and report-writing skills (in English).
- Able to demonstrate full alignment with the humanitarian principles at all times.

Essential IT Skills:

Effective use of Microsoft Excel, Outlook, OneDrive, PowerPoint, Teams and SharePoint

Languages

- Excellent knowledge of oral and written English. Knowledge of Russian and/or Ukrainian would be an asset.

5. Supervision

Supervision responsibilities: None

Functional reporting line management: WHO Rehabilitation Project Coordinator

Technical reporting line management: WHO CO Technical Officer, Disability and Rehabilitation.

6. Location (including in-country missions, if any)

The consultant will be based in Klevan City and will work in the Rivne Rehabilitation Centre, (the north-west of Ukraine) approximately 2 hrs 45 minutes from L’viv.

Only upon discussion and agreement with the WHO CO Technical Officer, Disability and Rehabilitation, the consultant may be asked to work off site in a secondary hospital facility,

Full medical clearance will be required prior to travel to Ukraine.

7. Remuneration and budget (travel costs excluded)

Number of working days: 5 per/week on a 3- or 6-month contract.

The remuneration package is based on classified requirements of the Terms of Reference and of the individual consultant. The successful applicant will be offered a monthly payment in addition to a daily allowance, based on their academic and professional experience. Consultant salary grades are in accordance with WHO’s consultant pay band ranges; payment will be made in USD.



TERMS OF REFERENCE

Physical Rehabilitation Medicine Physician Consultant

Expert in subacute and long-term rehabilitation for patients with spinal cord injury and traumatic brain injury, as part of a multidisciplinary team approach.

1. Background

War, and in particular the use of explosive weapons in populated areas, results in overwhelming numbers of spinal cord injuries (SCI) and traumatic brain injuries (TBI). These injuries require complex acute care and post-acute medical and rehabilitation management, as well as integrated mental health and psychosocial support and continued support on discharge. Effective management for people with an SCI or TBI is hugely resource intensive and requires specially trained staff. For this reason, the post-acute phase of care is best managed in a specialised centre. This helps decompress tertiary trauma facilities and ensures the best outcome for patients.

At present, there are no specialised SCI or TBI centres in Ukraine. As part of the Ukraine rehabilitation response strategy, the Ministry of Health (MoH) and the Ministry of Veterans Affairs have jointly identified the Rivne Regional Hospital for War Veterans in Klevan (hereinafter – Rivne Rehabilitation Centre), as best placed to rapidly build capacity to become a national SCI and TBI centre. The MoH have confirmed funding to increase staffing, a referral pathway from tertiary trauma facilities to the centre has been agreed, and the MoH have requested support from WHO to equip the centre and build staff capacity.

It is anticipated that the centre will need support for an initial 6-month period to build its capacity. Support would include deployment of international multi-disciplinary teams to work alongside existing Ukrainian staff to strengthen acute, post-acute and post-discharge SCI and TBI care, establishment of a psychosocial support program, and the procurement of medical and rehabilitation equipment, assistive products, pharmacy, and medical consumables. As community level rehabilitation services are almost non-existent in Ukraine, it is also necessary to establish Oblast (governorate) level follow up services for SCI and TBI.

Rivne Rehabilitation Centre Services:

The Rivne Rehabilitation Centre will become Ukraine’s only recognised national specialised centre for post-acute spinal cord injury and traumatic brain injury care. It currently has 240 beds in total, of which 50 beds are used for people with SCI and/or TBI. The remaining 190 are used for general rehabilitation, surgery, and nephrology. There are six beds reserved for the Intensive Care Unit. At present, the centre is only accepting referrals relating to the war and caregivers can be accommodated. The centre has a sports area and a swimming pool. Currently, there is no peer support program or community follow up of patients.

The multi-disciplinary international rehabilitation team will include the following team profiles: Physical and Rehabilitation Medicine Physician with a specialisation in spinal cord injury; specialist spinal cord injury rehabilitation nurses; specialist Physiotherapists and Occupational Therapists; and clinical psychologists.

2. Deliverables

The Physical and Rehabilitation Medicine Physician (PRM) is expected to work in close collaboration and coordination with members of the WHO multidisciplinary rehabilitation team, the Rivne Rehabilitation Centre staff team and rotational staff teams from the secondary level SCI hospital facilities.

They will provide peer to peer learning opportunities and teaching (both classroom and practical based) to help staff focus on how to diagnose and manage any underlying pathology and impairments through medical assessment, treatment (whether conservative or surgical), including prescribing pharmacological and non-pharmacological agents.



They will play an important role in advising staff in how to ensure that the patient is medically well enough to attend therapy sessions. This includes setting limits or restrictions on therapy if there are ongoing health issues including, but not limited to, fracture instability, infection, soft tissue injury, pressure injuries or illnesses such as urosepsis.

Deliverables

	Descriptor	Timeline
1	Participate in the daily routine and activities of the Rivne rehabilitation centre	Daily Mon-Fri
2	Provide technical input into the equipment procurement plan with the other members of the multidisciplinary rehabilitation team under the direction of the WHO SCI Project Coordinator.	End October
3	Prepare a training and peer education package, as part of the wider multidisciplinary training package for delivery to the staff team within the Rivne rehabilitation centre.	End November
4	Train and peer educate 20 staff in the Rivne rehabilitation center.	End December
5	Evaluate the first training and peer education package and incorporate the learning.	End December
6	Support the Rivne rehabilitation centre staff team to train and educate additional staff from 4 secondary level acute hospitals.	End March
7	Evaluate each subsequent training and peer education packages delivered and incorporate the learning.	End Jan, Feb & March
8	Weekly reporting on activities undertaken e.g., number of bedside teachings, number of staff taught, observations etc.	Weekly (Each Friday)
9	Participate in weekly multidisciplinary rehabilitation team planning meetings	Weekly
11	Any other requests that are deemed appropriate by the WHO SCI Project Coordinator and or WHO CO Technical Officer, Disability and Rehabilitation.	As requested, and agreed

3. Contract duration

Start date **1 October** 2022 – 31 March 2023 (*6-month contract)

*May consider a shorter 3-month contract, dependent on the level of skill set and experience.

4. Qualifications, experience, skills, and languages

Essential qualifications:

- An internationally recognised bachelor's degree in Medicine
- Physical and Rehabilitation Medicine Physician (PM&R Physician) with specialization in spinal cord injury
- Current registration with the applicants home country professional regulatory body

Experience

Essential:

- At least 5 years' experience working as part of a multidisciplinary rehabilitation team in acute and sub-acute rehabilitation management phases of patients with spinal cord and traumatic brain injury.



Desirable:

- At least 3 years' experience working with international organizations in training and education in rehabilitation.
- Work experience in WHO or another international humanitarian health organization.

Essential skills/Knowledge

- Excellent teaching skills, including classroom based and ward/practical based.
- Excellent communication and listening skills.
- Excellent ability to work as part of a team.
- Ability to work in low resource health settings and able to respectfully navigate language and cultural diversity.
- Strong oral and report-writing skills (in English).
- Able to demonstrate full alignment with the humanitarian principles at all times.

Essential IT Skills:

Effective use of Microsoft Excel, Outlook, OneDrive, PowerPoint, Teams and SharePoint

Languages

Excellent knowledge of oral and written English. Knowledge of Russian and/or Ukrainian would be an asset.

5. Supervision

Supervision responsibilities: None

Functional reporting line management: WHO Rehabilitation Project Coordinator.

Technical reporting line management: WHO CO Technical Officer, Disability and Rehabilitation.

6. Location (including in-country missions, if any)

The consultant will be based in Klevan City and will work in the Rivne Rehabilitation Centre, (the north-west of Ukraine) approximately 2 hrs 45 minutes from L'viv.

Only upon discussion and agreement with the WHO CO Technical Officer, Disability and Rehabilitation, the consultant may be asked to work off site in a secondary hospital facility,

Full medical clearance will be required prior to travel to Ukraine.

7. Remuneration and budget (travel costs excluded)

Number of working days: 5 per/week on a 3- or 6-month contract.

The remuneration package is based on classified requirements of the Terms of Reference and of the individual consultant. The successful applicant will be offered a monthly payment in addition to a daily allowance, based on their academic and professional experience. Consultant salary grades are in accordance with WHO's consultant pay band ranges; payment will be made in USD.



TERMS OF REFERENCE

Clinical/ Neuro Psychologist Consultant

Expert in subacute and long-term rehabilitation for patients with spinal cord injury and traumatic brain injury, as part of a multidisciplinary team approach.

1. Background

War, and in particular the use of explosive weapons in populated areas, results in overwhelming numbers of spinal cord injuries (SCI) and traumatic brain injuries (TBI). These injuries require complex acute care and post-acute medical and rehabilitation management, as well as integrated mental health and psychosocial support and continued support on discharge. Effective management for people with an SCI or TBI is hugely resource intensive and requires specially trained staff. For this reason, the post-acute phase of care is best managed in a specialised centre. This helps decompress tertiary trauma facilities and ensures the best outcome for patients.

At present, there are no specialised SCI or TBI centres in Ukraine. As part of the Ukraine rehabilitation response strategy, the Ministry of Health (MoH) and the Ministry of Veterans Affairs have jointly identified the Rivne Regional Hospital for War Veterans in Klevan (hereinafter – Rivne Rehabilitation Centre), as best placed to rapidly build capacity to become a national SCI and TBI centre. The MoH have confirmed funding to increase staffing, a referral pathway from tertiary trauma facilities to the centre has been agreed, and the MoH have requested support from WHO to equip the centre and build staff capacity.

It is anticipated that the centre will need support for an initial 6-month period to build its capacity. Support would include deployment of international multi-disciplinary teams to work alongside existing Ukrainian staff to strengthen acute, post-acute and post-discharge SCI and TBI care, establishment of a psychosocial support program, and the procurement of medical and rehabilitation equipment, assistive products, pharmacy, and medical consumables. As community level rehabilitation services are almost non-existent in Ukraine, it is also necessary to establish Oblast (governorate) level follow up services for SCI and TBI.

Rivne Rehabilitation Centre Services:

The Rivne Rehabilitation Centre will become Ukraine’s only recognised national specialised centre for post-acute spinal cord injury and traumatic brain injury care. It currently has 240 beds in total, of which 50 beds are used for people with SCI and/or TBI. The remaining 190 are used for general rehabilitation, surgery, and nephrology. There are six beds reserved for the Intensive Care Unit. At present, the centre is only accepting referrals relating to the war and caregivers can be accommodated. The centre has a sports area and a swimming pool. Currently, there is no peer support program or community follow up of patients.

The multi-disciplinary international rehabilitation team will include the following team profiles: Physical and Rehabilitation Medicine Physician with a specialisation in spinal cord injury; specialist spinal cord injury rehabilitation nurses; specialist occupational therapists; and clinical psychologists.

2. Deliverables

The Clinical/ Neuro Psychologist is expected to work in coordination with the other members of the multidisciplinary rehabilitation team, the Rivne Rehabilitation Centre staff team and rotational staff teams from the secondary level SCI hospital facilities.

They will provide peer learning and teaching, both formal and bedside to help staff to both understand and address, a wide range of psychological conditions affecting patients and their families. This will include advising on how to undertake a detailed assessment of the cognitive, perceptual, emotional, and behavioural status of the patient, through observation, interviews, and standardised tests, and following which, advising on possible treatments and management.

The appointed person will help staff to develop management strategies, working closely with patients, their families, caregivers, and the wider MDT. Referrals to a psychiatrist are possible when indicated.



The clinical and/or neuro psychologist will advise the MDT on rehabilitation program needs and considerations, orientated to support impairments with memory, information processing and understanding, or visuo-spatial impairments. Specific concerns the staff member may address include, but are not limited to:

- Cognitive impairment
- Feelings of depression
- Feelings of anger / frustration
- Concerns about family members
- Managing relationships
- Managing stress
- Persistent worries
- Difficulty coping with hospital environment
- Acceptance of injury
- Motivation

Deliverables

	Descriptor	Timeline
1	Participate in the daily routine and activities of the Rivne rehabilitation centre	Daily Mon-Fri
2	Provide technical input into the equipment procurement plan with the other members of the multidisciplinary rehabilitation team under the direction of the WHO SCI Project Coordinator.	End October
3	Prepare a training and peer education package, as part of the wider multidisciplinary training package for delivery to the staff team within the Rivne rehabilitation centre.	End November
4	Train and educate staff in the Rivne rehabilitation center.	End December
5	Evaluate the first training and peer education package and incorporate the learning.	End December
6	Support the Rivne rehabilitation centre staff team to train and peer educate additional staff from 4 secondary level acute hospitals.	End March
7	Evaluate each subsequent training and peer education package delivered and continue to incorporate the learning.	End Jan, Feb & March
8	Weekly reporting on activities undertaken e.g., number of bedside teachings, number of staff taught, observations etc.	Weekly (Each Friday)
9	Participate in weekly multidisciplinary rehabilitation team planning meetings	Weekly
10	Any other requests that are deemed appropriate by the WHO SCI Project Coordinator and or WHO CO Technical Officer, Disability and Rehabilitation.	As requested, and agreed

3. Contract duration

Start date **1 October** 2022 – 31 March 2023 (*6-month contract)

*May consider a shorter 3-month contract, dependent on the level of skill sets and experience.

4. Qualifications, experience, skills, and languages

Qualifications

- An internationally recognised university qualification in Clinical Psychology
- Specialized in spinal cord injury and traumatic brain injury management.

Experience



- At least 5 years’ experience working as part of a multidisciplinary rehabilitation team in acute and sub-acute rehabilitation management phases of patients with spinal cord injuries and traumatic brain injuries.

Desirable:

- At least 3 years’ experience working with international organizations in training and education.
- Work experience in WHO or another international humanitarian health organization.

Essential skills/Knowledge

- Excellent teaching skills, including classroom based and ward/practical based.
- Excellent communication and listening skills.
- Excellent ability to work as part of a team.
- Ability to work in low resource health settings and able to respectfully navigate language and cultural diversity.
- Strong oral and report-writing skills (in English).
- Able to demonstrate full alignment with the humanitarian principles at all times.

Essential IT Skills:

Effective use of Microsoft Excel, Outlook, OneDrive, PowerPoint, Teams and SharePoint

Languages

- Excellent knowledge of oral and written English. Knowledge of Russian and/or Ukrainian would be an asset.

5. Supervision

Supervision responsibilities: None

Functional reporting line management: WHO Rehabilitation Project Coordinator

Technical reporting line management: WHO CO Technical Officer, Disability and Rehabilitation.

6. Location (including in-country missions, if any)

The consultant will be based in Klevan City and will work in the Rivne Rehabilitation Centre, (the north-west of Ukraine) approximately 2 hrs 45 minutes from L’viv.

Only upon discussion and agreement with the WHO CO Technical Officer, Disability and Rehabilitation, the consultant may be asked to work off site in a secondary hospital facility,

Full medical clearance will be required prior to travel to Ukraine.

7. Remuneration and budget (travel costs excluded)

Number of working days: 5 per/week on a 3- or 6-month contract.

The remuneration package is based on classified requirements of the Terms of Reference and of the individual consultant. The successful applicant will be offered a monthly payment in addition to a daily allowance, based on their academic and professional experience. Consultant salary grades are in accordance with WHO’s consultant pay band ranges; payment will be made in USD.



TERMS OF REFERENCE

Occupational Therapist Consultant

Expert in subacute and long-term rehabilitation for patients with spinal cord injury and traumatic brain injury, as part of a multidisciplinary team approach.

1. Background

War, and in particular the use of explosive weapons in populated areas, results in overwhelming numbers of spinal cord injuries (SCI) and traumatic brain injuries (TBI). These injuries require complex acute care and post-acute medical and rehabilitation management, as well as integrated mental health and psychosocial support and continued support on discharge. Effective management for people with an SCI or TBI is hugely resource intensive and requires specially trained staff. For this reason, the post-acute phase of care is best managed in a specialised centre. This helps decompress tertiary trauma facilities and ensures the best outcome for patients.

At present, there are no specialised SCI or TBI centres in Ukraine. As part of the Ukraine rehabilitation response strategy, the Ministry of Health (MoH) and the Ministry of Veterans Affairs have jointly identified the Rivne Regional Hospital for War Veterans in Klevan (hereinafter – Rivne Rehabilitation Centre), as best placed to rapidly build capacity to become a national SCI and TBI centre. The MoH have confirmed funding to increase staffing, a referral pathway from tertiary trauma facilities to the centre has been agreed, and the MoH have requested support from WHO to equip the centre and build staff capacity.

It is anticipated that the centre will need support for an initial 6-month period to build its capacity. Support would include deployment of international multi-disciplinary teams to work alongside existing Ukrainian staff to strengthen acute, post-acute and post-discharge SCI and TBI care, establishment of a psychosocial support program, and the procurement of medical and rehabilitation equipment, assistive products, pharmacy, and medical consumables. As community level rehabilitation services are almost non-existent in Ukraine, it is also necessary to establish Oblast (governorate) level follow up services for SCI and TBI.

Rivne Rehabilitation Centre Services:

The Rivne Rehabilitation Centre will become Ukraine's only recognised national specialised centre for post-acute spinal cord injury and traumatic brain injury care. It currently has 240 beds in total, of which 50 beds are used for people with SCI and/or TBI. The remaining 190 are used for general rehabilitation, surgery, and nephrology. There are six beds reserved for the Intensive Care Unit. At present, the centre is only accepting referrals relating to the war and caregivers can be accommodated. The centre has a sports area and a swimming pool. Currently, there is no peer support program or community follow up of patients.

The multi-disciplinary international rehabilitation team will include the following team profiles: Physical and Rehabilitation Medicine Physician with a specialisation in spinal cord injury; specialist spinal cord injury rehabilitation nurses; specialist Physiotherapists; and clinical psychologists.

2. Deliverables

The Occupational Therapist (OT) is expected to work in close collaboration and coordination with the other members of the WHO multidisciplinary rehabilitation team, the Rivne Rehabilitation Centre staff team and rotational staff teams from the secondary level SCI hospital facilities.

They will provide peer to peer learning opportunities and teaching (both classroom and practical based), for rehab staff, to enable patients to maximise their independence and functioning. The OT will demonstrate a variety of techniques that can assist a patient with achieving maximum independence, which may include, but not limited to:

- Assessment of functioning using relevant standardised and non-standardised tools
- Upper limb therapy



- Provision of splints
- Task adaptation
- Environmental modification
- ADL retraining, including prescription of assistive technologies
- Seating assessment and prescription of wheelchairs, cushions, and postural supports
- Education of family members/caregivers
- Support and planning for discharge home and long term support needs.

Deliverables

	Descriptor	Timeline
1	Participate in the daily routine and activities of the Rivne rehabilitation centre	Daily Mon-Fri
2	Provide technical input into the equipment procurement plan with the other members of the multidisciplinary team under the direction of the WHO SCI Project Coordinator.	End October
3	Prepare a training and peer education package, as part of the wider multidisciplinary training package for delivery to the staff team within the Rivne rehabilitation centre.	End November
4	Train and peer educate 20 staff in the Rivne rehabilitation center.	End December
5	Evaluate the first training and peer education package and incorporate the learning.	End December
6	Support the Rivne rehabilitation centre staff team to train and educate additional staff from 4 secondary acute hospitals.	End March
7	Evaluate each subsequent training and peer education package delivered and continue to incorporate the learning.	End Jan, Feb & March
8	Weekly reporting on activities undertaken e.g., number of bedside teachings, number of staff taught, observations etc.	Weekly (Each Friday)
9	Participate in weekly multidisciplinary rehabilitation team planning meetings	Weekly
10	Any other requests that are deemed appropriate by the WHO SCI Project Coordinator and or WHO CO Technical Officer, Disability and Rehabilitation.	As requested, and agreed

3. Contract duration

Start date **1 October** 2022 – 31 March 2023 (*6-month contract)

*May consider a shorter 3-month contract, dependent on the level of skills and experience.

4. Qualifications, experience, skills, and languages

Essential qualifications:

- An internationally recognised bachelor's degree in Occupational Therapy
- Current registration with the applicants home country professional regulatory body

Experience:

Essential:

- At least 5 years' experience working as part of a multidisciplinary rehabilitation team in acute and sub-acute rehabilitation management phases of patients with spinal cord injuries and traumatic brain injuries.



<p>Desirable:</p> <ul style="list-style-type: none">○ At least 3 years' experience working with international organizations in training and education in Occupational Therapy.○ Work experience in WHO or another international humanitarian health organization. <p>Essential skills/Knowledge:</p> <ul style="list-style-type: none">○ Excellent teaching skills, including classroom based and ward/practical based.○ Excellent communication and listening skills.○ Excellent ability to work as part of a team.○ Ability to work in low resource health settings and able to respectfully navigate language and cultural diversity.○ Strong oral and report-writing skills (in English).○ Able to demonstrate full alignment with the humanitarian principles at all times. <p>Essential IT Skills: Effective use of Microsoft Excel, Outlook, OneDrive, PowerPoint, Teams and SharePoint</p> <p>Languages Excellent knowledge of oral and written English. Knowledge of Russian and/or Ukrainian would be an asset.</p>
<p>5. Supervision</p>
<p>Supervision responsibilities: None</p> <p>Functional reporting line management: WHO Rehabilitation Project Coordinator</p> <p>Technical reporting line management: WHO CO Technical Officer, Disability and Rehabilitation.</p>
<p>6. Location (including in-country missions, if any)</p>
<p>The consultant will be based in Klevan City and will work in the Rivne Rehabilitation Centre, (the north-west of Ukraine) approximately 2 hrs 45 minutes from L'viv.</p> <p>Only upon discussion and agreement with the WHO CO Technical Officer, Disability and Rehabilitation, the consultant may be asked to work off site in a secondary hospital facility,</p> <p>Full medical clearance will be required prior to travel to Ukraine.</p>
<p>7. Remuneration and budget (travel costs excluded)</p>
<p>Number of working days: 5 per/week on a 3- or 6-month contract.</p> <p>The remuneration package is based on classified requirements of the Terms of Reference and of the individual consultant. The successful applicant will be offered a monthly payment in addition to a daily allowance, based on their academic and professional experience. Consultant salary grades are in accordance with WHO's consultant pay band ranges; payment will be made in USD.</p>



TERMS OF REFERENCE

Physiotherapist Consultant

Expert in subacute and long-term rehabilitation for patients with spinal cord injury and traumatic brain injury, as part of a multidisciplinary team approach.

1. Background

War, and in particular the use of explosive weapons in populated areas, results in overwhelming numbers of spinal cord injuries (SCI) and traumatic brain injuries (TBI). These injuries require complex acute care and post-acute medical and rehabilitation management, as well as integrated mental health and psychosocial support and continued support on discharge. Effective management for people with an SCI or TBI is hugely resource intensive and requires specially trained staff. For this reason, the post-acute phase of care is best managed in a specialised centre. This helps decompress tertiary trauma facilities and ensures the best outcome for patients.

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It is anticipated that the centre will need support for an initial 6-month period to build its capacity. Support would include deployment of international multi-disciplinary teams to work alongside existing Ukrainian staff to strengthen acute, post-acute and post-discharge SCI and TBI care, establishment of a psychosocial support program, and the procurement of medical and rehabilitation equipment, assistive products, pharmacy, and medical consumables. As community level rehabilitation services are almost non-existent in Ukraine, it is also necessary to establish Oblast (governorate) level follow up services for SCI and TBI.

Rivne Rehabilitation Centre Services:

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The multi-disciplinary international rehabilitation team will include the following team profiles: Physical and Rehabilitation Medicine Physician with a specialisation in spinal cord injury; specialist spinal cord injury rehabilitation nurses; specialist occupational therapists; and clinical psychologists.

2. Deliverables

The Physiotherapist is expected to work in close collaboration and coordination with the other members of the WHO multidisciplinary rehabilitation team, the Rivne Rehabilitation Centre staff team and the rotational staff teams from the secondary level SCI hospital facilities.

They will provide peer to peer learning opportunities and teaching (both classroom and practical based), for rehab staff, to enable patients to maximise their independence and functioning. They will advise on how to assess physical impairments related to impaired respiratory function, weakness, spasticity, limited sensation, reduced joint mobility, low and high muscle tone, poor posture, and restricted fitness, and target these areas to address activity limitations related to everyday functioning for this type of injury. A variety of interventions to assist with achieving maximum independence and to optimising functioning may include, but are not limited to:



- Bed mobility
- Upper limb function
- Advise and educate staff, patients and their families on the management and prevention of secondary complications of SCI, such as pressure wounds, contractures, dysautonomia and chest infections.
- Chest Clearance including Cough Assist
- Range of Movement exercises
- Posture Control and Balance Re-education
- Strength Training
- Cardiovascular Training
- Motor Learning
- Functional Transfers; In and out of bed, shower, toilet, car, from floor
- Functional Mobility; Wheelchair or Gait depending on level and type of injury

Deliverables

	Descriptor	Timeline
1	Participate in the daily routine and activities of the Rivne rehabilitation centre.	Daily Mon-Fri
2	Provide technical input into the equipment procurement plan with the other members of the multidisciplinary rehabilitation team under the direction of the WHO SCI Project Coordinator.	End October
3	As part of the wider multidisciplinary training package for delivery to the staff within the Rivne rehabilitation centre, prepare a training and peer education package.	End November
4	Train and peer educate 20 staff in the Rivne rehabilitation center.	End December
5	Evaluate the 1 st training and peer education package and incorporate the learning into the remaining months of training and support.	End December
6	Support the Rivne rehabilitation centre staff team to train and peer educate additional staff from 4 secondary level acute hospitals.	End March
7	Evaluate each subsequent training and peer education packages delivered and continue to incorporate the learning.	End Jan, Feb & March
8	Weekly reporting on activities undertaken e.g., number of bedside teachings, number of staff taught, observations etc.	Weekly (Each Friday)
9	Participate in weekly multidisciplinary rehabilitation team planning meetings	Weekly
10	Any other requests that are deemed appropriate by the WHO SCI Project Coordinator and or WHO CO Technical Officer, Disability and Rehabilitation	As requested, and agreed

3. Contract duration

Start date **1 October** 2022 – 31 March 2023 (*6-month contract)

*May consider a shorter 3-month contract, dependent on the level of skill sets and experience.

4. Qualifications, experience, skills, and languages

Essential qualifications:

- An internationally recognised Bachelor's degree in Physiotherapy
- Current registration within the applicants' home country's professional regulatory body



Experience

Essential:

- At least 5 years' experience working as part of a multidisciplinary rehabilitation team in acute and sub-acute rehabilitation management phases of patients with spinal cord and traumatic brain injuries.

Desirable:

- At least 3 years' experience working with international organizations in training and education in Physiotherapy.
- Work experience in WHO or another international humanitarian organization.

Essential skills/Knowledge

- Excellent teaching skills, including classroom based and ward/practical based.
- Excellent communication and listening skills.
- Excellent ability to work as part of a team.
- Ability to work in low resource health settings and able to respectfully navigate language and cultural diversity.
- Strong oral and report-writing skills (in English).
- Able to demonstrate full alignment with the humanitarian principles at all times.

Essential IT Skills:

Effective use of Microsoft Excel, Outlook, OneDrive, PowerPoint, Teams and SharePoint

Languages

- Excellent knowledge of oral and written English. Knowledge of Russian and/or Ukrainian would be an asset.

5. Supervision

Supervision responsibilities: None

Functional reporting line management: WHO Rehabilitation Project Coordinator

Technical reporting line management: WHO CO Technical Officer, Disability and Rehabilitation.

6. Location (including in-country missions, if any)

The consultant will be based in Klevan City and will work in the Rivne Rehabilitation Centre, (the north-west of Ukraine) approximately 2 hrs 45 minutes from L'viv.

Only upon discussion and agreement with the WHO CO Technical Officer, Disability and Rehabilitation, the consultant may be asked to work off site in a secondary hospital facility,

Full medical clearance will be required prior to travel to Ukraine.

7. Remuneration and budget (travel costs excluded)

Number of working days: 5 per/week on a 3- or 6-month contract.

The remuneration package is based on classified requirements of the Terms of Reference and of the individual consultant. The successful applicant will be offered a monthly payment in addition to a daily allowance, based on their academic and professional experience. Consultant salary grades are in accordance with WHO's consultant pay band ranges; payment will be made in USD.



**World Health
Organization**

REGIONAL OFFICE FOR **Europe**

Position: Consultant (Rehabilitation Project Coordination)
Position Title: Rehabilitation Project Coordinator
Grade: Consultant Band B
Unit/Team: Health Operations Pillar
Major Office: Ukraine
Duty Station: Rivne (can be relocated based on programme need)
Nature of Position: 1
FTE: 6 months
CCOG Code:
Supervisor: Head of Health Operation Pillar

1. Background and Justification

****Purpose of the Position***

In the context of the WHO Health Emergencies Incident Management System (IMS), at the country level, the consultant will provide technical leadership and coordination to strengthen spinal cord injury and traumatic brain injury care in accordance with the overall emergency response plan on rehabilitation and assistive technology in Ukraine. This will include overseeing capacity building work at the designated national specialised spinal cord and traumatic brain injury rehabilitation centre, the Rivne Regional Hospital for War Veterans in Klevan as well as strengthening spinal injury care in four key acute referral hospitals, and overseeing the training of a network of peer support workers throughout Ukraine.

2. Job Description

****Organizational context***

Based on priorities set by the WHO Country Office (WCO) and the Incident Manager, the incumbent will act as Rehabilitation Project Coordinator and WHO technical lead, to provide oversight and coordination of the capacity building project, including roaming support at the oblast level.

****Summary of Assigned Duties***

The consultant will undertake duties in the following areas:

A) Ensure that the SCI Rehabilitation Centre is supported to develop into a national spinal cord injury centre, with its specialised capacity raised from 50 to 100 beds. This will include:

- Overseeing the recruitment and deployment of a multi-disciplinary international rehabilitation team (MDT) to directly support rehabilitation service and training and capacity building of local rehabilitation personnel

- Functionally line manage the deployed multidisciplinary rehabilitation team
- Working with the SCI Rehabilitation Centre and WHO logistics and procurement teams to provide essential equipment to raise capacity of the centre from 50 beds to 100 beds and ensure it is appropriately equipped as a national referral centre.
- Working with the SCI Rehabilitation Centre and WHO Assistive Technology team to develop and equip a wheelchair and other priority assistive products service, including the provision of WHO funded assistive products for up to 200 service user's over the first 6 months.
- Working with the designated partner OPD “Group of Active Rehabilitation” and SCI Rehabilitation Centre to run a workshop to train peer support workers and strengthen links between SCI Rehabilitation Centre and oblast (regional) peer support networks

B) Strengthen links between the SCI Rehabilitation Centre and tertiary care facilities in 4 key oblasts, with improved acute care and post discharge follow up in facilities which are identified in partnership with MoH, including:

- Identifying and supporting the establishment of new SCI specialist teams in 4 key tertiary referral hospitals (with highest caseload/need, identified in collaboration with MoH)
- Coordinating the training of above mentioned designated clinical teams by international and national SCI specialists at the SCI Rehabilitation Centre
- Establishing a system of 6 monthly follow up of SCI patients to prevent complications and deterioration
- Working with OPD “Group of Active Rehabilitation” to develop SCI support groups in each oblast with inclusion of representatives from DRO, social care, etc
- Working with the WHO national rehabilitation focal point to adapt existing e-Health systems to monitor SCI patients and ensure case management on national level

C) Ensure linkages between the SCI project and the overall WHO emergency response plan on rehabilitation and assistive technology in Ukraine, including:

- Working with the WHO national rehabilitation focal point and WHO Regional Office Disability and Rehabilitation team to ensure project implementation, monitoring and evaluation is closely aligned with the overall emergency response plan.
- Identify and link project implementation with overall health system strengthening.
- Support WHO in identifying priority needs and drafting proposals for further resource mobilization for Ukraine.
- Prepare and contribute to WHO reporting and data management, such as the weekly situation reports, donor reports, lessons learned reports, among others.
- Performs other related duties as required

3. Recruitment Profile

Competencies: Generic

- Producing results
- Communicating in a credible and effective way

- Ensuring the effective use of resources
- Teamwork
- Building and promoting partnerships across the Organization and beyond
- Respecting and promoting individual and cultural differences

Functional Knowledge and Skills

- Expert knowledge of the clinical management of spinal cord injury and sound knowledge of the management of traumatic brain injury
- Skilled in developing and leading post-acute SCI rehabilitation services
- Proven skills in assessing implementing, monitoring and evaluating of international projects
- Skilled in project coordination and working with multiple stakeholders
- Sound organizational and analytical skills
- Ability to communicate effectively with multiple stakeholders
- Excellent interpersonal and presentation skills
- Ability to work under pressure
- Tact, discretion and diplomacy
- Ability and willingness to work in a team with other health professionals and motivate people of different nationalities and cultures

Education Qualifications

****Essential***

- Relevant degree in Physiotherapy, Occupational Therapy, Physical and Rehabilitation Medicine or Rehabilitation Nursing.

Desirable

Advanced university degree in rehabilitation, public health or specialisation in spinal cord injury rehabilitation care.

Experience

****Essential***

- At least five years' experience in the rehabilitation sector.
- At least 2 years' experience, at the national and/or international levels, of spinal cord injury service development or rehabilitation sector leadership.
- Proven track record of working in disability and rehabilitation in low-resource settings and/or in conflict settings would be an asset.
- Experience of development or humanitarian sector project management.
- Full alignment with the humanitarian principles.

Desirable

- Previous emergency/humanitarian experience
- Previous experience in working for a UN agency

4. Use of Language Skills

- Excellent knowledge of English. Fluency in Ukrainian or Russian is desirable.

Other Skills (e.g. IT)

- Excellent knowledge of Microsoft Office applications.

Deliverables:

Time	Deliverable
Month 1	Final equipment plan completed for the SCI Rehabilitation Centre and procurement underway
Month 2	<ul style="list-style-type: none"> • Final plan for assistive technology workshop is in place and signed off by WHO supervisor • Technical review and confirmation of MDT technical training plan and materials are complete
Month 3	Peer educator workshop with OPD “Group of Active Rehabilitation” completed
Month 4	20 staff in Klevan fully trained by international MDT
Month 5	20 staff in 4 acute hospitals trained by SCI Rehabilitation Centre
Month 6	All donor and WHO reports are completed All training and workshop materials (English and Ukrainian) are consolidated and stored on WHO database

Remuneration:

Number of working days: 5 per/week on a 6-month contract.

The remuneration package is based on classified requirements of the Terms of Reference and of the individual consultant. The successful applicant will be offered a monthly payment in addition to a daily allowance, based on their academic and professional experience. Consultant salary grades are in accordance with WHO’s consultant pay band ranges; payment will be made in USD.